

## INSTRUCTIONS FOR PETITIONS TO PROHIBIT WORKPLACE VIOLENCE

Under California law (Code of Civil Procedure section 527.8), courts can make orders to protect an employee from suffering unlawful violence or credible threats of violence. These orders can be requested by the employer of a person who is suffering unlawful violence or credible threats of violence, and will be enforced by law enforcement agencies.

The employer asking for these orders is called the "plaintiff." The plaintiff needs to file a petition in superior court, on behalf of his or her employee, against the other person ("defendant") to get these orders. There will be a court hearing within 15 days of the filing. The plaintiff can sometimes get a temporary court order against the defendant even before the hearing.

This instruction booklet tells what court orders an employer can get and how to get them. It also includes directions for a defendant who wants to oppose the employer's petition.

These instructions cannot cover all of the problems and questions that may arise in a particular case. If you do not know what to do to protect your rights, you should see an attorney.

*Please note:* These forms can be used only by an **employer** of a person who is suffering unlawful violence or a credible threat of violence. If anyone other than the employer wishes to apply to the court for an order prohibiting harassment, see the Judicial Council's *Instructions for Lawsuits to Prohibit Harassment* (form CH-150).

## GENERAL INFORMATION

### Who can get a court order under this law?

This statute allows **employers** to obtain court orders prohibiting unlawful violence or credible threats of violence of their employees. The statute differs from other California laws that allow victims of unlawful violence or credible threats of violence to ask the court for these orders **themselves**. To get an order under this law, the plaintiff **must** be an employer. An employer is defined as the following:

- Every person engaged in any business or enterprise in this state that has one or more persons in service under any appointment, contract of hire, or apprenticeship, express or implied, oral or written, irrespective of whether such person is the owner of the business or is operating on a concessionaire or other basis. (Lab. Code, § 350(a).)
- A federal, state, or local public agency; a city, county, district, or public corporation. (Code Civ. Proc., § 527.8(d).)

Before completing the forms needed to obtain court orders under this statute, make certain you meet the definition of "employer" as stated.

### Whom can an employer protect under this law?

Under this statute, employers can obtain court orders which last up to three years on behalf of their employees only and up to fifteen days on behalf of employees and certain family or household members. California law defines employees as:

- Every person, including aliens and minors, rendering actual service in any business for an employer, whether gratuitously or for wages or pay, and whether such wages or pay are measured by the standard of time, piece, task, commission, or other method of calculation and whether such service is rendered on a commission, concessionaire, or other basis. (Lab. Code, § 350(b).)
- Members of boards of directors and public officers.
- Volunteers or independent contractors who perform services for the employer at the employer's work site.

An employer may seek protection under this law if:

1. An employee has suffered unlawful violence or a credible threat of violence from any individual;
2. The unlawful violence or credible threat of violence can reasonably be construed to have been carried out in the workplace;
3. The defendant's conduct is not allowable as part of a legitimate labor dispute as permitted by Code of Civil Procedure section 527.3; and
4. The defendant is not engaged in constitutionally protected activity.

### What do you need to get the court orders or to object to them?

1. Workplace violence forms, available from the county clerk's office or legal publishers. The clerk of the court can tell you where to get the forms.
2. Someone, other than yourself, 18 years of age or older, to deliver (**serve**) certain papers to the other party.

### What forms are available for petitioning under the workplace violence law and for opposing those petitions?

1. *Petition of Employer for Injunction Prohibiting Violence or Threats of Violence Against Employee and Application for Temporary Restraining Order* [**Petition**] (form WV-100). This three-page form tells the judge the facts of the plaintiff's case and what orders the plaintiff wants the court to make.
2. *Order to Show Cause* [**OSC**] and *Temporary Restraining Order* [**TRO**] (form WV-120). The **OSC**, when signed by the judge, tells the defendant to come to court for the hearing. It may include one or more **temporary restraining orders** that take effect immediately and stay in effect until the hearing.
3. *Response to Petition of Employer for Injunction Prohibiting Violence or Threats of Violence Against Employee* [**Response**] (form WV-110). The defendant may file this form to state objections to the orders the plaintiff has asked the court to make and to give his or her side.
4. *Order After Hearing on Petition of Employer for Injunction Prohibiting Violence or Threats of Violence Against Employee* [**Order**] (form WV-140). This is the form signed by the court following the hearing. The order will stay in effect for up to three years depending on what the judge rules.
5. *Proof of Personal Service (Workplace Violence)* (form WV-130) and *Proof of Service of Completed Response (Workplace Violence)* (form WV-131). These forms are used to show that the other party has been **served** with the legal documents as required by law.

### Should you see a lawyer?

You have the right to file a petition or defend against one and to go to court with or without an attorney. Because your situation may involve technical problems that cannot be explained in a printed form, you may want to consult with an attorney. Whether or not you have an attorney, the other party may have one.

# INSTRUCTIONS FOR THE PLAINTIFF

## What steps need to be taken to get the court orders?

1. You will need at least five copies of each workplace violence form: one for a worksheet, the original to file with the court, a copy to be personally delivered (**served**) to the defendant, and two copies for yourself. In addition, you will need extra copies of the **OSC** (form WV-120), the **Order** (form WV-120), and the *Proof of Service* (forms WV-130 and WV-131). Get at least three extra copies for yourself.
  2. Fill in the **Petition** (form WV-100), and the **OSC** (form WV-120) except for the date(s) for the court hearing and service, and the judge's signature. (Reminder: most courts require that all forms be typewritten.)
    - a. If you are not represented by an attorney, fill in your name, mailing address, and phone number at the top of each form.
    - b. Fill in the name of the county where the case will be filed and the address of the superior court.
    - c. Type your full name, the defendant's full name, and the employee's full name. If you are seeking an order protecting more than one employee, you should fill out a separate set of forms for each employee to be protected. If you need more space, attach additional pages and refer to the additional pages in item 23 of the Petition form.
    - d. Check ("X") all boxes that apply to your case. Read each item carefully and fill in the necessary information. Be specific.
    - e. Remember to date and sign the **Petition** (form WV-100).
  3. If you are applying for a **temporary restraining order**, you must give the details of the recent acts of violence or credible threats of violence and the problems they have caused your employee. Place an "X" in the box next to "Application for Temporary Restraining Order."

To obtain a temporary restraining order, you must notify the defendant of the application for the order unless both of the following requirements are satisfied:

    - a. It appears from facts shown by affidavit, declaration, or verified complaint that great or irreparable injury will result before the matter can be heard on notice.
    - b. You and your applicant's attorney certifies one of the following to the court under oath:
      - (1) That within a reasonable time prior to the application you informed the defendant or the defendant's attorney at what time and where the application would be made.
      - (2) That you in good faith attempted but was unable to inform the defendant and the defendant's attorney, specifying the efforts made to contact them.
      - (3) That for reasons specified you should not be required to so inform the defendant or the defendant's attorney.
  4. If you are seeking court orders on the basis of information given to you by other persons (e.g., the affected employee or other employees), and not on the basis of what you have personally observed, you **must** attach to the petition declarations or affidavits by the persons who have personal knowledge of the facts that support the granting of the order. You may use form MC-031 for the declarations.
  5. Take all your completed forms and all copies to the clerk's office in the superior court. The clerk will tell you where to take your papers.
  6. If the judge signs the **OSC** (form WV-120), take the original and all copies back to the court clerk. The clerk will stamp all the papers with a case number. The copies will be stamped with an "Endorsed-Filed" stamp (showing the date of filing), the judge's signature, and the date of signing. The clerk will file the originals and give you the copies. **KEEP AT LEAST THREE ENDORSED-FILED COPIES FOR YOURSELF.** Carry one with you and give the others to the employee and other persons, if any, who are to be protected. The copies may be needed if you have to call the police.
  7. Have the defendant personally **served** with copies of the **Petition** (form WV-100) and the **OSC** (form WV-120), and blank forms of the **Response** (form WV-110) and *Proof of Service of Completed Response* (form WV-131). You **cannot** serve the defendant yourself. Service may be made by a licensed process server, the sheriff's department, or any person 18 years of age or older, other than you.
- Service** is very important. It tells the defendant about the order and the hearing. Without it there will not be a court hearing and your temporary orders will no longer be good unless they are extended by the court. The defendant must be personally **served** immediately after the orders are signed by the judge, unless the court specifies a different time for service (see item 3a on the *Order to Show Cause*).

8. If you have requested any temporary orders and the judge has granted them, immediately deliver copies of the *Temporary Restraining Order* (form WV-120) to each law enforcement agency (police, marshal, or sheriff's office) that you want to enforce the order.
9. After the defendant has been personally **served**, the person who served the defendant must complete and sign the original *Proof of Personal Service* (form WV-130). You should take the signed original and the copies back to the court clerk. The clerk will file the original and stamp "Endorsed-Filed" on the copies. Take one of the Endorsed-Filed copies to each of the law enforcement agencies where you filed your *Temporary Restraining Order* (form WV-120). Keep three Endorsed-Filed copies for yourself.
10. Go to the court hearing with any evidence you might have. The **Order** (form WV-140) should be filled in and given to the judge for signing. If there are any witnesses to the defendant's conduct, they should also be there.
11. If the judge signs the **Order** (form WV-140), file the original with the clerk, get the copies stamped with an "Endorsed-Filed" stamp, and immediately deliver copies to law enforcement agencies.

If the defendant was not present in court for the hearing, arrange to have the defendant personally **served** with a copy of the order. File the completed *Proof of Personal Service* (form WV-130) with the court and deliver copies stamped "Endorsed-Filed" to law enforcement agencies. **KEEP AT LEAST THREE COPIES FOR YOURSELF.** Give one copy to your employee, give one to any protected person, carry one with you, and keep one in a safe place.

## INSTRUCTIONS FOR THE DEFENDANT

1. If you are served with an *Order to Show Cause (Workplace Violence)* **[OSC]** (form WV-120) and a *Petition of Employer for Injunction Prohibiting Violence or Threats of Violence Against Employee* **[Petition]** (form WV-100), you should promptly seek legal advice. If you have no attorney, the attorney's reference service of your local bar association may be of assistance.
2. Read the papers served on you very carefully. The **OSC** tells you when to appear in court and may contain a temporary restraining order forbidding you from doing certain things. **If you disobey the court's orders, criminal charges may be filed against you.**
3. If you wish to oppose the **Petition**, or make your own request for court orders, you should file a *Response to Petition of Employer for Injunction Prohibiting Violence or Threats of Violence Against Employee* **[Response]** (form WV-110).

In addition to the **Response** (form WV-110), you may file and serve declarations signed by persons who have personal knowledge of the facts. A declaration (form MC-031) is available from the clerk's office. If you do not know how to prepare a declaration, you should see an attorney. After you have filed the **Response** with the clerk of the court, a copy must be delivered personally or by mail to the plaintiff or the plaintiff's attorney.

You cannot serve the plaintiff yourself. The person should complete and sign a *Proof of Service of Completed Response (Workplace Violence)* (form WV-131). You should take the completed form back to the court clerk or bring it with you to the hearing.

4. If you wish to oppose the petition, in addition to filing a **Response**, you should be present at the hearing. If you have any witnesses, they must also be present.

The next three pages show a **Petition** that has been completed, with examples of the kind of information a court is likely to want.

If you are not represented by an attorney, fill in your name, mailing address, and phone number at the top of each form.

The court clerk will give you this number. Use it on all forms you file later.

After this form is filed, the clerk will stamp this box on the copies so everyone knows it is a copy of an official paper. This is the place for the "Endorsed-Filed" stamp.

County where you are filing your case. Call the clerk of the court if you do not know the address of the court.

Your full name.

The full name of the person you want the orders against.

The full name of the employee to be protected.

Check this box if you are asking for orders to go into effect immediately when the *Temporary Restraining Order* is signed by the judge. You will also need to check the box at item 6 and give the necessary information.

If you are seeking to protect more than one employee, use a separate petition.

Put an "X" in the box that applies in item 4. You must check one box.

**Item 5 is the most important part of your petition.** This information is all the judge will know about your case until the hearing. Give details of the most recent incidents.

WV-100	
FOR COURT USE ONLY	
ATTORNEY OR PARTY WITHOUT ATTORNEY (Name, state bar number, and address): Sarah Jones 110 Main Street Anytown, California 91234 TELEPHONE NO.: (123) 555-1234 FAX NO.: (123) 555-1235 ATTORNEY FOR (Name): in pro per	
SUPERIOR COURT OF CALIFORNIA, COUNTY OF ANY COUNTY STREET ADDRESS: 1 Court Street MAILING ADDRESS: P.O. Box 123 CITY AND ZIP CODE: Anytown, California 91234 BRANCH NAME:	
PLAINTIFF: Sarah Jones DEFENDANT: John Roe EMPLOYEE: Michael Smith	
PETITION OF EMPLOYER FOR INJUNCTION PROHIBITING VIOLENCE OR THREATS OF VIOLENCE AGAINST EMPLOYEE <input checked="" type="checkbox"/> Application for Temporary Restraining Order (This is NOT an order)	
CASE NUMBER:	

- Read the Instructions for Petitions to Prohibit Workplace Violence (form WV-150) before completing this form.  
NOTE: Plaintiff must be an employer with standing to bring this action under Code of Civil Procedure section 527.8.
- Plaintiff (name): Sarah Jones is a ☐ corporation ☒ sole proprietorship and is filing this suit on behalf of the employee identified in item 2.  
☐ other (specify):
  - Employee (name): Michael Smith  
Sex: ☒ M ☐ F Date of birth: 12/22/65 (Use a separate petition for each employee you are seeking to protect.)
  - Defendant (name): John Roe  
a. resides at (state address, if known): 33 Third Street, #106, Anytown, California  
b. works at (state address, if known): Apex Industries, 9420 Commercial Street, Anytown, California  
c. ☐ is ☒ is not a current employee of plaintiff (explain if defendant is still an employee):
  - This suit is filed in this county because  
a. ☐ defendant resides in this county.  
b. ☒ defendant has caused physical or emotional injury to plaintiff's employee in this county.  
c. ☐ other (specify):
  - Defendant has ☒ assaulted ☒ battered ☐ stalked or ☒ made a credible threat of violence against the employee by knowing or willing statements or a course of conduct that would place a reasonable person in fear for his or her safety, or the safety of his or her immediate family.  
a. One or more of these acts can reasonably be construed to be carried out or to have been carried out at the employee's workplace at (address): 110 Main Street  
Anytown, California 91234  
b. Describe what happened (including the dates, who did what to whom, and any injuries):  
I own and operate a small cafe, called Sarah's Cafe, in Anytown. Michael Smith has worked for me as a waiter for a long time. About three weeks ago John Roe, a customer, got into an argument with another customer and started shouting. When Michael Smith asked John Roe to leave, he refused and pushed Michael against the counter. Michael called the police. When they came, John Roe started shouting and threatened to beat Michael up for calling the police. The police took John Roe away, but he came back a week later and Michael asked him to leave. He threatened to "get" Michael and his family (whose residence he

Form Approved for Optional Use  
Judicial Council of California  
WV-100 [New January 1, 2000]

(Continued on reverse)  
**PETITION OF EMPLOYER FOR INJUNCTION PROHIBITING  
VIOLENCE OR THREATS OF VIOLENCE AGAINST EMPLOYEE**  
(Workplace Violence)

Page one of three  
Code of Civil Procedure, § 527.8

Fill this in.

Leave this blank.

If you have so many facts that they will not all fit, put an "X" in this box and write the facts on a separate piece of paper and attach it to the back of your petition, after page three. Use white paper the same size as this form.

If you are asking for the orders to go into effect immediately, as soon as the judge signs the **TRO**, you **must** check this box and state the reasons. State what harm would result to the employee if the orders were not made immediately.

Put an "X" in the boxes that apply to your case.

Leave the boxes empty if they do not apply to your case.

You do not need to give specific addresses in item 9. However, it may be easier for the police to enforce your orders if they know the defendant knows the addresses to stay away from.

PLAINTIFF (Name): Sarah Jones	CASE NUMBER:
DEFENDANT (Name): John Roe	

5. b. (Continued)  
knows) and left. Last week, on March 11, at about 11:30 a.m., John Roe came in, sat down at the counter, and demanded that Michael serve him. Michael said he would call the police if John Roe did not leave, and John Roe picked up a ketchup bottle and threw it at Michael, hitting him on the arm. John Roe again threatened to "get" Michael and his family, and then he left. We called the police and made a report. I understand he was arrested and shortly will be released pending trial.

☐ Continued on Attachment 5b.

6. ☒ Employee will suffer great and irreparable harm before this petition can be heard in court unless the court makes those orders requested below effective now and until the hearing. (Specify the harm and why it will occur before the hearing):  
When John Roe is released, he is likely to carry out his threats against Michael Smith and his family. Roe tends to be violent. He knows where Smith and his family live.

☐ Continued on Attachment 6.

7. Defendant's conduct has been directed against employee and is knowing and willful, is not constitutionally protected, and does not constitute lawful acts of self-defense or defense of others.

**PLAINTIFF REQUESTS THE COURT TO MAKE THE ORDERS INDICATED BELOW.**

8. ☒ **RESTRAINING ORDERS** ☒ **To be ordered now and be effective until the hearing**

a. Defendant shall not engage in unlawful violence or make threats of violence against the employee and the following members of employee's family or household who reside with the employee:

(1) (Name): Jane Smith  
Sex: ☐ M ☒ F Date of birth: 3/27/66

(2) (Name): Mary Smith  
Sex: ☐ M ☒ F Date of birth: 1/17/95

(3) (Name):  
Sex: ☐ M ☐ F Date of birth: \_\_\_\_\_ ☐ Continued on Attachment 8a.

b. Specifically, defendant

(1) ☒ shall not assault, batter, or stalk the employee and other protected persons

(2) ☒ shall not follow or stalk the employee and other protected persons to or from the place of work

(3) ☒ shall not follow the employee and other protected persons during hours of employment

(4) ☒ shall not telephone or send correspondence to the employee and other protected persons by any means including, but not limited to, the use of the public or private mails, interoffice mail, fax, or computer e-mail

(5) ☒ shall not enter the workplace of the employee and other protected persons

(6) ☐ other (specify):

9. ☒ **STAY-AWAY ORDERS** ☒ **To be ordered now and be effective until the hearing**

a. Defendant shall stay at least (specify): 100 yards away from the following places and persons (the addresses of the places are optional and may be kept confidential):

(1) Employee.

(2) ☒ Employee's residence (address optional):

(3) ☒ Employee's place of work (address optional): 110 Main Street  
Anytown, California 91234

(4) ☒ Employee's children's school or place of child care (address optional):

(Continued on page three)

WV-100 [New January 1, 2000] **PETITION OF EMPLOYER FOR INJUNCTION PROHIBITING VIOLENCE OR THREATS OF VIOLENCE AGAINST EMPLOYEE (Workplace Violence)** Page two of three

Whenever you check these boxes, you are asking for the order to go into effect immediately, as soon as the **TRO** is signed by the judge. You will also need to check the box at item 9 and give the necessary information.

List all the agencies you may want to enforce your order. The court will direct you or your attorney (if you have one) to deliver the order personally to the agencies after it is signed.

If you are requesting stay-away orders, you must check one of the boxes in item 9b.

This space is where you ask for other orders you need. If you use this space, be sure to put in facts and dates in item 5 on pages one and two of your **Petition** that would give the court a reason to order what you ask for here.

The defendant must be served immediately after the orders are issued, unless the judge shortens the time to two days before the hearing. It is a good idea to ask for this if you think the defendant will be hard to find and serve.

PLAINTIFF (Name): Sarah Jones	CASE NUMBER:
DEFENDANT (Name): John Roe	

9. a. (Continued)  
(5) ☐ Other (specify):  
(address optional):

b. Will granting of any of the stay-away orders in item 9a deprive defendant of access to his or her residence or place of employment?  
☐ Yes ☒ No (If yes, explain):

10. ☒ COSTS  
Defendant should be ordered to pay costs as follows (specify): Cost of service. I will bring the receipt to the hearing.

11. ☐ OTHER ORDERS (specify other orders you request to help carry out the orders previously requested):

12. Plaintiff requests that copies of orders be given to the following law enforcement agencies:

Law enforcement agency	Address
Any Town Police Department	100 Tuft Street Anytown, California 91234
Any Town Police Department	Government Hall Big City, California 91345

13. ☒ Plaintiff requests that time for service of the Order to Show Cause (form WV-120) and accompanying papers be shortened so that they may be served no less than (specify number): two (2) days before the date set for the hearing. I need to have the order shortening time because of the facts contained in this application.

14. ☐ Plaintiff has asked for restraining orders against the defendant in (specify): County,

Case No. (specify):

15. ☐ Employee has asked for restraining orders against defendant in (specify): County,

Case No. (specify):

16. DESCRIPTION OF DEFENDANT TO BE RESTRAINED

Sex: <input checked="" type="checkbox"/> M <input type="checkbox"/> F Ht.: 6' Wt.: 190 Hair color: Br Eye color: Br Race: White Age: 48 Date of birth: 10/1/52
--

17. Plaintiff requests additional relief as may be proper.

18. ☒ Plaintiff is not required to pay a fee for filing this petition because plaintiff is seeking order(s) restraining violence or threats of violence (see Code Civ. Proc., § 527(h)). (Note: If the court finds there has been no violence or threats of violence, then you may be ordered to pay the appropriate fees.)

19. Plaintiff understands that if the court issues an Order to Show Cause (form WV-120), a hearing will be held on the date shown in item 2 of the Order to Show Cause. At that hearing, I must be prepared to present evidence supporting the petition. I declare under penalty of perjury under the laws of the State of California that I am aware of the facts stated,

a. ☒ on the basis of my own personal knowledge.

b. ☒ on the basis that I have been informed and believe that the facts stated are true. (NOTE: If this petition is made solely on the basis of plaintiff's information and belief, plaintiff must attach declarations or affidavits by one or more persons who have personal knowledge of the facts stated.)

Date: March 10, 2000

..... Sarah Jones ..... (TYPE OR PRINT NAME)	_____ (SIGNATURE OF PLAINTIFF)
Title of person signing: ..... Proprietor, Sarah's Cafe ..... (TYPE OR PRINT NAME)	_____ (SIGNATURE OF ATTORNEY, IF ANY)

20. Number of pages attached: 3

WV-100 [New January 1, 2000] Page three of three

**PETITION OF EMPLOYER FOR INJUNCTION PROHIBITING VIOLENCE OR THREATS OF VIOLENCE AGAINST EMPLOYEE (Workplace Violence)**

**VERY IMPORTANT**

1. The date you sign.                      2. Your signature.

**DO NOT FORGET THESE OR ALL YOUR WORK WILL BE WASTED**





Fill in the defendant's name and other information to help the law enforcement officer locate and identify him or her.

Put an "X" in the boxes that apply to your case; leave boxes empty if they do not apply to your case.

You do not need to give specific addresses in item 7. However, it may be easier for the police to enforce your orders if they know the defendant knows the addresses to stay away from.

PLAINTIFF (Name): Sarah Jones	CASE NUMBER:
DEFENDANT (Name): John Roe	

#### TEMPORARY RESTRAINING ORDER

Violation of this order is a misdemeanor, punishable by a \$1,000 fine, one year in jail, or both, or may be punishable as a felony. This order shall be enforced by all law enforcement officers in the State of California. Any person subject to a restraining order is prohibited from obtaining or purchasing or attempting to obtain or purchase a firearm by Penal Code section 12021. Such conduct may be a felony and punishable by a \$1,000 fine and imprisonment.

#### THE COURT FINDS

5. a. The defendant is (name): John Roe

Sex: ☒ M ☐ F Ht.: 6' Wt.: 190 Hair color: Br. Eye color: Br. Race: White Age: 48 Date of birth: 10/1/52

- b. The protected employee is (name): Michael Smith

- c. Protected family or household members who reside with employee are:

- (1) (Name): Jane Smith

Sex: ☐ M ☒ F Date of birth: 3/27/66

- (2) (Name): Mary Smith

Sex: ☐ M ☒ F Date of birth: 1/17/95

- (3) (Name):

Sex: ☐ M ☐ F Date of birth: \_\_\_\_\_

☐ Continued on Attachment 5c.

#### UNTIL THE TIME OF HEARING, IT IS ORDERED

6. Defendant is prohibited from further violence or threats of violence against protected person.

#### and SPECIFICALLY IT IS ORDERED THAT DEFENDANT

- a. ☒ shall not assault, batter, or stalk the employee and other protected persons  
b. ☒ shall not follow or stalk the employee and other protected persons to or from the place of work  
c. ☒ shall not follow the employee and other protected persons during hours of employment  
d. ☒ shall not telephone or send correspondence to the employee and other protected persons by any means including, but not limited to, the use of the public or private mails, interoffice mail, fax, or computer e-mail  
e. ☒ shall not enter the workplace of the employee and other protected persons  
f. ☐ other (specify):

7. ☒ Defendant is ordered to stay at least (specify): 100 yards away from the following persons and places (the addresses of the places are optional and may be kept confidential):  
a. ☒ Employee and other protected persons (names): Michael Smith, Jane Smith, Mary Smith  
b. ☒ Residence of employee and other protected persons (address optional): 110 Main Street Anytown, California  
c. ☒ Place of work of employee and other protected persons (address optional):

(Continued on reverse)

WV-120 [New January 1, 2000]

ORDER TO SHOW CAUSE AND  
TEMPORARY RESTRAINING ORDER (CLETS)  
(Workplace Violence)

Page three of four

Item 10 lists the papers that must be personally served on the defendant.

Some courts may require that the defendant be served at least 15 days before the hearing. But the court can shorten the time.

List the addresses of all law enforcement agencies that enforce the law where harassment has occurred or is likely to occur in the future.

After it is signed by the judge, you or your attorney must take a copy of this order to the law enforcement agencies immediately if you want them to be able to enforce it.

PLAINTIFF (Name): Sarah Jones	CASE NUMBER:
DEFENDANT (Name): John Roe	

7. (Continued)

- d. ☒ School or place of child care of children of employee and other protected persons (address optional);
- e. ☐ Other (specify):  
(address optional);
8. ☐ Contacts relating to pickup and delivery of children pursuant to a court order or a court approved stipulation of the parties arrived at during mediation shall be permitted, unless a criminal domestic protective or restraining order prohibits such contacts.
9. ☐ OTHER ORDERS (specify):

10. ☒ Application for an order shortening time is granted and the following documents shall be personally served on the defendant no less than (specify number): two (2) days before the time set for hearing:
- a. Order to Show Cause and Temporary Restraining Order (CLETS) (Workplace Violence) (form WV-120)
- b. Petition of Employer for Injunction Against Violence or Threats of Violence Against Employee (Workplace Violence) (WV-100)
- c. blank Response to Petition of Employer for Injunction Prohibiting Violence or Threats of Violence Against Employee (Workplace Violence) (WV-110)
- d. blank Proof of Service of Completed Response (form WV-131)
- e. other (specify):

11. By the close of business on the date of this order, a copy of this order and any proof of service shall be given to the law enforcement agencies listed below as follows
- a. ☒ plaintiff shall deliver.
- b. ☐ plaintiff's attorney shall deliver.

Law enforcement agency

Address

Any Town Police Department

100 Tuft Street  
Anytown, California 91234

Any Town Police Department

Government Hall  
Big City, California 91345

THIS ORDER IS EFFECTIVE WHEN MADE. THE LAW ENFORCEMENT AGENCY SHALL ENFORCE THE ORDER IMMEDIATELY UPON RECEIPT. IT IS ENFORCEABLE ANYWHERE IN CALIFORNIA BY ANY LAW ENFORCEMENT AGENCY THAT HAS RECEIVED THE ORDER OR IS SHOWN A COPY OF THE ORDER. IF PROOF OF SERVICE ON THE RESTRAINED PERSON HAS NOT BEEN RECEIVED, THE LAW ENFORCEMENT AGENCY SHALL ADVISE THE RESTRAINED PERSON OF THE TERMS OF THE ORDER AND THEN SHALL ENFORCE IT.

Date:

JUDGE OF THE SUPERIOR COURT

☐ SIGNATURE FOLLOWS LAST ATTACHMENT

WV-120 [New January 1, 2000]

ORDER TO SHOW CAUSE AND  
TEMPORARY RESTRAINING ORDER (CLETS)  
(Workplace Violence)

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